

URBAN/MUNICIPAL  
CA4 ON HBL A35  
A353  
1998

AGENDAS/MINUTES  
MAYOR'S COMMITTEE  
AGAINST RACISM &  
DISCRIMINATION  
JUNE 29, 1998







URBAN/MUNICIPAL  
CA4 ON HBL A35  
A353  
1998



URBAN MUNICIPAL

JUN 22 1998

GOVERNMENT DOCUMENTS

## NOTICE OF MEETING

### MAYOR'S COMMITTEE AGAINST RACISM AND DISCRIMINATION

Monday, 1998 June 29

5:15 o'clock p.m.

Room 219, City Hall

A handwritten signature in cursive script that reads "Stella Glover".

Stella Glover,  
Secretary

#### AGENDA:

1. **Oath of Appointed Office**
2. **Delegation - Interfaith Committee**
3. **Adoption of Minutes**
  - (a) Previous Term of Office:
    - i) 1997 June 13 - MACARD
    - ii) 1997 September 12 - MACARD
    - iii) 1997 November 14 - MACARD
    - iv) 1997 November 24 - MCARD
  - (b) Current Term of Office:
    - i) 1998 May 4
4. **Correspondence from Status of Women re Term of Office**
5. **Seasonal Decorations Downtown - Andrea Horwath**
6. **Correspondence:**
  - (a) Ken Stone re sign on mountain
7. **Review of Visioning Session - Next Steps?**
8. **Adjournment**





362.  
The Mayor's Committee Against Racism and Discrimination  
Hamilton City Hall  
71 Main Street West  
Hamilton, Ontario  
L8P 4Y5

January 20, 1998

Attention : Ms. Marlene Thomas Osborne  
Co-Chairperson

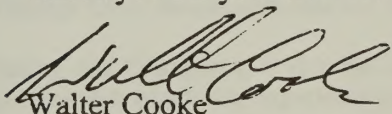
Greetings from the Hamilton Interfaith Committee.

This letter is to request a time slot on your February 23, 1998 Committee meeting to share with you the purpose of our Interfaith group and to seek support in establishing this group as the Interfaith Group.

The other reason would be to seek membership on the committee so that we are part of the total group. Our input would certainly enhance the continued growth of the committee.

Please respond to the writer as to the time to attend the meeting. There will likely be a delegation of two to four of our members.

Thank you for your interest and time on this matter.

  
Walter Cooke  
Co-Chair Interfaith Committee

Address: Walter Cooke  
P.O. Box 10594  
Winona, Ontario  
L8E 5R1

C.C.: Mayor Bob Morrow - Co-Chair of M.C.A.R.D. ✓  
Josephine D'Amico - Co-Chair of Interfaith Committee.





3 (a) i)  
Friday, 1997 June 13  
4:30 o'clock p.m.  
Room 233, City Hall

The Mayor's Advisory Council Against Racism and Discrimination met.

There were present:

Jill Oliver, Acting Chairperson  
Alderman Caplan  
Roger McCreary  
Maria Gentles  
Ken Stone  
Doris Anderson-Nnamani  
Fred Loft  
Eleanor Rodney  
Ken Balasubramaniam  
Mary McKenzie  
Epharaim Owogu  
Salim Bheriani

Regrets:

Mervyn Jobity, Chairperson  
Vishwas Bagal  
Dr. John Johnstone  
Geoff Small  
Evelyn Gallagher  
Jacob Joseph  
Mark Haas  
Jane Mulkewich  
Ramzan Manek  
Rick Binns  
Maher Ahmed

1. MS. SYLVIA KAJIURA - EXPERIENCES WITH INNER CITY PROBLEMS IN ATLANTA

Ms. Sylvia Kajiura attended and shared with the Advisory Council her experience in Atlanta where she had attended a three day conference on Building Social Capital Through Civic Investments together with five other representatives from Hamilton.

During this Conference, a visit had been made to a relatively new subsidized housing development which was experience problems due to drug dealing in the complex. The Community had solved this problem by clearing the area which was being used for drug dealing and creating a children's playground instead. The residents of the complex were mostly single parents and the Community had converted some housing units into "Granny Houses" where unemployed women had been trained to be caregivers for children of parents who were in drug rehabilitation programs.

A visit had also been made to a predominantly black, single family neighbourhood, which was concerned with degenerating conditions. Drug activity was occurring in some of the houses, people were using the area as a dump and difficulty was experienced getting the police to respond immediately to calls from the neighbourhood. The residents had therefore taken the initiative and were holding weekly meetings to focus on making their neighbourhood the kind of place they wished it to be.

Ms. Kajiura advised of the Banana Kelly Group which began in 1937 in South Bronx and rehabilitated 21 units of high quality housing. The achievements of the group to date included providing over 2,000 units of safe, affordable housing, providing technical and financial assistance, delivering education and training to over 900 out of "out of school" youths, creating a model high school and developing a paper company which provided 1500 on-site permanent jobs. The motto of this group is "Do not move - Improve".

The Mayor's Advisory Council  
Against Racism and Discrimination

1997 June 13

Ms. Kajiura stated that the Social Planning and Research Council had a copy of a video featuring the Banana Kelly Group.

The Advisory Council was also provided with information on the "Community Cares Projects" in Burlington of which Ms. Kajiura was a member. The Group's message was "Do not do things to people or for people - if we wish to help them, we do it with them".

Ms. Kajiura then answered questions from the Advisory Council. The Chairperson thanked Ms. Kajiura for sharing her extremely experiences with the Advisory Council and at this point she left the meeting.

2. MINUTES OF MEETING HELD 1997 APRIL 28

Minutes of meeting held 1997 April 28 were adopted as presented.

3. CHAIRPERSON'S REPORT

The Acting Chairperson circulated a copy of a letter which had been received from the Board of Education in response to a request from the Advisory Council for statistical information on the hiring of probationary teachers in September 1996. It was noted that Mr. Rick Binns, the Board of Education representative, was unable to be present but would be happy to speak on this matter at a future meeting.

5. (a) TAXI AD HOC COMMITTEE

Ken Stone reported for the Taxi Ad Hoc Committee and stated that although some of the Committee recommendations had been carried out, he would still like the Taxi Brokerages to put written policies and procedures in place and that sensitivity training be implemented for personnel in the Taxi industry.

Discussion ensued on whether the City had jurisdiction to make the Taxi Brokerages comply. Alderman Caplan suggested that City Council ask, rather than legislate, the taxi industry to implement anti-racism and anti-discrimination policies.

After consideration, the Advisory Council approved the following:

That the Mayor's Committee Against Racism and Discrimination request City Council to ask the taxi industry to implement written anti-racism and anti-discrimination policies and arrange sensitivity training for taxi industry personnel.

(b) Finance Sub-Committee

Deborah Brown, Chairperson of the Finance Sub-Committee, reported that \$7,790.46 remained in the MCARD Account as at 1997 May 31. It was also pointed out that the Conference had been postponed until 1997 September 23.

Discussion ensued on the lack of Finance Committee meetings and it was suggested that copies of the Available Funds report be circulated to members of



**The Mayor's Advisory Council  
Against Racism and Discrimination**

1997 June 13

the Committee. However, Alderman Caplan suggested that the Secretary has the financial information available at every meeting rather than copies being circulated. He also advocated that the Committee worked towards being self-supporting in the future.

**6. OTHER BUSINESS**

**(a) FCM Conference**

Alderman Caplan reported on his recent attendance at the Federation of Canadian Municipalities Conference and advised of an inspiring message from the Federal Minister of Multiculturalism. He also informed the Committee of a Presentation to the Plenary Panel "Municipal Best Practices" made by Charles Smith, the Manager of the Access and Equity Centre with the Chief Administrator's Office for Metro Toronto. He recommended that Mr. Smith be invited to address a future meeting of the Advisory Council.

**(b) Resignation**

Roger McCreary, member of the Advisory Council, tendered a letter of resignation due to his forthcoming relocation outside the area. The Acting Chairperson thanked him for his time and participation on the Committee and Ken Stone also offered a vote of thanks.

**(c) Speakers at Future Meetings**

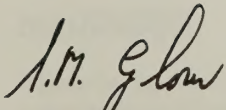
Ken Stone recommended that Nora Lopez be invited to speak at a future meeting.

**7. ADJOURNMENT**

There being no further business the meeting then adjourned.

**Taken as read and approved**

**Joe Oliver, Acting Chairperson  
Mayor's Advisory Council Against  
Racism and Discrimination**



**Stella Glover, Secretary**

**SG/mec**







Friday, 1997 September 12  
4:30 o'clock p.m.  
Room 233, City Hall

3 (a) ii)

**The Mayor's Advisory Council Against Racism and Discrimination met.**

**There were present:** Mervyn Jobity, Chairperson  
Joseph Oliver, Vice-Chairperson  
Doris Anderson-Nnamani  
Vishwas Vasantao Bagal  
Ken Balasubramaniam  
Salim Bheriani  
Deborah Brown  
Sam Cino  
Andrew Finlay  
Mark Haas  
Mary McKenzie  
Marlene Thomas Osbourne  
Ken Stone

**Regrets:** Maher Ahmed  
Ephraim Awogu  
Evelyn Gallaher  
Maria Gentles  
Jacob Joseph  
Fred Loft  
Ramzan Manek  
Lynda Nielsen  
Mary Ormond  
Leslie Pasis  
Helen Probert  
Eleanor Rodney  
Geoffrey Small  
Jessica Stone  
Kathy Vucic  
April Wade  
Robert Westbrook

**Also present:** Jane Mulkewich, Hamilton-Wentworth Regional Police Department  
Rick Binns, Hamilton Board of Education  
Reverend Dr. John Johnston, Hamilton and District Christian Churches Association  
Reverend R. Edward Black, Hamilton and District Christian Churches Association  
Darryl Hartwick, CHML  
Joan MacDonald, Chairperson, Hamilton Status of Women Sub-Committee  
Charlene Touzel, Acting Secretary

**NO QUORUM**

There being insufficient members to constitute a quorum, the Committee agreed to meet informally to discuss the items on the agenda but could not approve any recommendations. All items requiring action would have to be brought forward to the Committee's next meeting.

**1. MOMENT OF REFLECTION**

Reverend Black conducted the Committee's Moment of Reflection.

Mayor's Advisory Council  
Against Racism and Discrimination

1997 September 12

A. PRESENTATION

Mr. Darryl Hartwick, CHML

Mark Haas, Chairperson, Media Sub-Committee, introduced Mr. Darryl Hartwick, Program Director at CHML.

Mr. Hartwick advised the Committee that as Program Director, he is responsible for everything that is broadcasted on CHML and ensures that the regulations as set out by the CRTC are followed by the Radio Station.

Committee Members were advised that the mandate of the Radio Station has evolved to a community news/talk radio format and that its broadcasts strive for fairness, integrity and balance.

Mr. Hartwick added that anti-racism and anti-discrimination seminars are now provided for CHML employees and that all employees have been given a Station Policy Book which includes journalistic practices that all employees must adhere to.

Marlene Thomas Osbourne, Co-Chairperson, Mayor's Committee Against Racism and Discrimination, commented that she feels that CHML has taken a pro-active position and commended them for offering anti-racism and anti-discrimination training for its employees, but remarked that this is just the first step. Mrs. Thomas Osbourne added that CHML can draw from the Committee's expertise on matters of anti-racism and anti-discrimination and the Committee would welcome an opportunity to provide training in these areas.

Some discussion did ensue on the recent addition of the Howard Stern program on Q107 in Toronto, but Mr. Hartwick assured the Committee that this type of program would not fit on CHML which prides itself on being a community radio station.

In closing, Mr. Hartwick indicated that he would like to keep the lines of communication open between the Radio Station and the Committee and trusts that the Committee will call him if it has any questions and/or concerns in the future. Mr. Hartwick assured the Committee that any concerns brought to his attention will be investigated immediately and appropriate action taken. Mr. Hartwick added that he is always open to suggestions and would welcome any feedback from the Committee.

Joe Oliver, Vice-Chairperson, thanked Mr. Hartwick for attending and asked that a copy of the Radio Station's Policy Books be forwarded to the Committee for information. Mr. Hartwick agreed to forward this material to the Committee Secretary.

2. ADOPTION OF MINUTES

The Advisory Council was in receipt of the Minutes of the Mayor's Advisory Council Against Racism and Discrimination for its meeting held 1997 June 13. The following amendments were suggested:

- (a) Page 1 - Mr. Salim Bheriani's name was added to the "There were present:" column;
- (b) Page 2, Item 4 - the last sentence in Paragraph 2 and in the subsequent recommendation - the words "race relations" were deleted and the words



"anti-racism and anti-discrimination" were inserted in lieu thereof.

In light of the fact that there was no quorum, the formal adoption of the 1997 June 13 Minutes and the suggested amendments would have to be brought forward at the next meeting.

As a matter of business arising from the Minutes, Mr. Ken Balasubramaniam indicated that the Hamilton Board of Education is not living up to its commitment of employment equity as the recent hiring of teachers does not reflect the diverse population of the Hamilton community.

3. **CHAIRPERSON'S REPORT**

a) **Recent Passing of Princess Diana and Mother Teresa Recognized**

Mervyn Jobity, Chairperson, welcomed the Advisory Council back after the summer holidays and took a few moments to recognize the recent passing of Princess Diana and Mother Teresa.

b) **Advisory Council Recommendations to be Considered by the Committee at its Next Meeting**

Advisory Council Members were also advised that the recommendations made at the last Advisory Council meeting were forwarded to the Mayor's Committee Against Racism and Discrimination, but because there was no quorum at the last meeting, these recommendations will be considered by the Committee at its 1997 September 22 meeting.

c) **Discussion re: Quorum at Meetings**

The Committee discussed the lack of a quorum at today's meeting. Some Members indicated that a Friday evening meeting is difficult to attend and suggested that consideration be given to changing the meeting day and time to a day other than Friday and to a time later in the evening so that Committee Members who work will be able to attend. Some Committee Members felt however, that the day and time of the meeting may not be the only reason that Members are not attending meetings and a suggestion was made that a Committee Effectiveness Survey should be undertaken. Mr. Sam Cino indicated that he could co-ordinate this Survey on the Advisory Council's behalf.

Mr. Bheriani felt that the response rate to a written Survey is generally low and suggested that the Committee hold a special session to discuss this matter further.

Some discussion also ensued on the number of Committee Members that have missed several meetings, and the Acting Secretary advised of the current City policy whereby Committee Members that miss three consecutive meetings without Committee approval are subject to replacement on that Committee. The Membership Sub-Committee was asked to take appropriate action to replace a number of Committee Members that have missed three or more consecutive meetings so that these positions can be filled.

Mr. Jobity, Chairperson, agreed to Chair a meeting with all Sub-Committee Chairpersons to discuss these suggestions further and will bring back a recommendation to the next meeting.



The Committee wished to note on record that when vacancies are filled at the end of the current Committee's term, that it be impressed upon new members by the Membership Sub-Committee, the importance of attending all Committee Meetings and participating in all Committee activities.

4. SUB-COMMITTEE REPORTS

(a) Media Sub-Committee

Mark Haas, Chairperson, Media Sub-Committee, advised Committee Members that as a result of the Committee's letter advising Pizza Hut Canada that the Committee was acting on a complaint that had been filed by a citizen that found one of its commercials to be offensive to the Italian community, and based on the fact that other complaints had been received by Pizza Hut Canada on this same commercial, the broadcasting of this commercial was stopped in 1997 March.

Mr. Haas indicated that he has relayed this message to the complainant who was happy with the outcome.

(b) Membership Sub-Committee

In the absence of Jessica Stone, Ken Stone indicated that a letter of resignation will be forthcoming from his daughter in light of the fact that she is now attending university outside of the City and will no longer be able to attend Committee Meetings.

(c) Mediation Sub-Committee

Committee Members were advised that the next meeting of the Mediation Sub-Committee will be held on 1997 September 17.

(d) Public Awareness Sub-Committee

Mary McKenzie advised Committee Members that the next meeting of the Public Awareness Sub-Committee will be held on 1997 September 13.

(e) Finance Sub-Committee

Given that Deborah Brown, Chairperson of the Finance Sub-Committee had to leave, Mary McKenzie reported that the Committee has an available balance of \$5,540.80 as of 1997 August 31.

(f) Dinner Committee

Marlene Thomas Osbourne reminded Committee Members to complete their registration forms for the Understanding and Interaction Conference that will be held on Tuesday, 1997 September 23 at the Royal Connaught/Howard Johnson Plaza Hotel, the Guest Speaker for which is Roberta Jamieson, Ontario Ombudsman.

Sam Cino advised Committee Members that the Dinner Sub-Committee has decided that in light of the fact that the Conference will be held in September, that the Annual Dinner be forgone but that an Awards Ceremony be held at the end of November/beginning of December at City Hall in a



**1997 September 12**

format similar to the Hamilton Mundialization Ceremonies.

**5. OTHER BUSINESS**

Marlene Thomas Osbourne advised Committee Members of a Human Rights Symposium that will be held this evening at the Hamilton Public Library and encouraged Committee Members to attend.

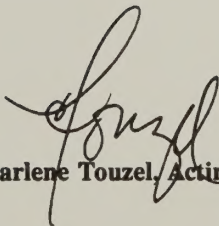
Ken Stone also advised the Committee of his recent publication entitled "The Malicious Prosecution - Yaser Sharif".

Jane Mulkewich advised Committee Members that a training seminar for Police Officers that investigate Police complaints will be held in Hamilton from 1997 October 22-23.

**6. ADJOURNMENT**

There being no further business, the meeting then adjourned.

**Taken as read and approved,**



**Charlene Touzel, Acting Secretary**

**Mervyn Jobity, Chairperson  
Mayor's Advisory Council Against  
Racism and Discrimination**

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Friday, 1997 November 14  
4:30 o'clock p.m.  
Room 233, City Hall

**The Mayor's Advisory Council Against Racism & Discrimination met.**

**There were present:** Joseph Oliver, Vice-Chairperson  
Vishwas Bagal  
Ken Balasubramaniam  
Deborah Brown  
Evelyn Gallagher  
Marc Haas  
Mary McKenzie  
Ken Stone  
Robert Westbrook

**Also present:** The Reverend Doctor John A. Johnston  
Debbie-Ann Rashford, Secretary

**Regrets:** Mervyn Jobity, Chairperson  
Doris Anderson-Nnamani  
Ephraim Awogu  
Salim Bheriani  
Sam Cino  
Andrew Finlay  
Maria Gentles  
Jacob Joseph  
Ramzan Manek  
Scott McEwan  
Lynda Nielsen  
Mary Ormond  
Leslie Pasis  
Helen Probert  
Eleanor Rodney  
Geoffrey Small  
Kathy Vucic  
April Wade

**NO QUORUM**

There being insufficient members to constitute a quorum, the Committee agreed to meet informally to discuss the items on the agenda. However, because of the lack of quorum any decisions would have to be ratified at the next scheduled meeting.

In the absence of the Chairperson, Mr. Joe Oliver, Vice-Chairperson, assumed the Chair.

**1. ADOPTION OF MINUTES**

The Advisory Council was in receipt of the minutes of the meetings held 1997 June 13 and 1997 September 12. It was resolved by the Council that the adoption of the minutes be tabled for the next scheduled meeting.

**2. CHAIRPERSON'S REPORT**

The Acting Chairperson presented a verbal report to the Council respecting the issue of poor attendance at MACARD meetings. The report was generated from a meeting recently convened by the Chairperson, of all Sub-Committee Chairpersons. Some suggestions included changing the meeting dates to Thursdays at 5:30 pm; increase in-house training e.g. conflict resolution; increase Council interaction with the Committee.

3. SUB-COMMITTEE REPORTS

(a) Finance Sub-Committee

Deborah Brown, Chairperson of the Finance Sub-Committee advised the Council that the budget balance for the Committee and Advisory Council was \$7,000. The Council Secretary advised the Council that according to the last Available Funds Report from the Treasury Department, the amount was approximately \$3,900. Ken Stone then advised the Council that all of the 1997 funds should be spent in order to ensure that the Mayor's Committee Against Racism would receive the same fund allocation for the 1998 budget.

Discussion then followed between the Finance Chairperson and Ms. Mary McKenzie, Finance Sub-Committee member. Ms. McKenzie was concerned over the lack of communication between the Finance Chairperson and the other Finance Sub-Committee members, as there were no scheduled meetings. Ms. Brown advised Ms. McKenzie that if funds had already been approved for expenditure by the MCARD Co-Chairperson, there was no need to schedule Finance meetings. Ms. McKenzie remarked that it would still be preferable to hold regular scheduled meetings. Ms. McKenzie also suggested that if there was insufficient information to warrant a meeting, Committee members should be advised of this. Ms. Brown agreed with Ms. McKenzie.

(b) Media Sub-Committee

No report.

(c) Mediation Sub-Committee

No report.

(d) Public Awareness Sub-Committee

No report.

(e) Membership Sub-Committee

No report.

4. CITY CLERK

The Committee was in receipt of correspondence dated 1997 October 1 from the City Clerk respecting the appointment of citizens to Committees, Local Boards and Commissions. After consideration, the Committee agreed that the correspondence, which was previously forwarded to members of the Committee under separate cover, be received for information purposes.

5. OTHER BUSINESS

Mary McKenzie, a member of the 1997 Ad Hoc Awards Dinner Committee provided the Council with a progress report with respect to nominations and ticket sales for this years dinner. Ms. McKenzie reminded Council members that the 1998 November 12 was the deadline for nominations. She also encouraged members to purchase additional tickets in support of the dinner.

Ken Stone requested further information with respect to the "taxi situation". He was advised by Joe Oliver that MCARD had not had a quorum for their past 2 meetings, and



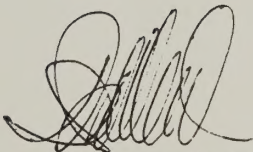
therefore the issue was at a standstill. What followed was a lengthy discussion concerning the poor meeting attendance.

Mark Haas recommended that the Committee and Council merge to form a smaller, more cohesive, more manageable group. The Reverend Doctor Johnson suggested that the Mayor and Alderman Caplan should be present at the meetings to provide guidance and direction.

**6. ADJOURNMENT**

There being no further business, the meeting then adjourned.

**Taken as read and approved.**



**Debbie-Ann Rashford, Secretary**

**/dcr**

**Joe Oliver, Vice-Chairperson  
Mayor's Advisory Council Against  
Racism & Discrimination**





Monday, 1997 November 24  
5:00 o'clock p.m.  
Room 219, City Hall

**The Mayor's Committee Against Racism and Discrimination met.**

**There were Present:** Marlene Thomas Osbourne, Co-Chairperson  
Deborah Brown  
Marc Haas  
Joseph Oliver  
Geoffrey Small  
Michael Webber

3 (a) iv

**Regrets:** Mayor Robert M. Morrow, Chairperson  
Alderman Marvin Caplan  
Harpreet Singh Gill  
Mervyn Jobity  
Fredrick Loft

**Also Present:** Debbie-Ann Rashford, Secretary

**1. MINUTES OF MEETING**

The regularly scheduled meeting of 1998 October 27 was cancelled due to the lack of a quorum and all items of business carried forward to the meeting of 1998 November 24. The minutes of the Mayor's Committee Against Racism and Discrimination meetings held 1997 April 28; 1997 June 23; and, 1997 September 22 were adopted as presented.

**2. MATTERS ARISING**

- (a) The Committee was in receipt of correspondence from Dr. Ronald Baye, Secretary of Violence Prevention in Hamilton-Wentworth. The correspondence included a questionnaire concerning a proposed one day conference for the autumn of 1997. As it was now late November and the conference had undoubtedly passed, the Committee agreed that the correspondence be received for information purposes.
- (b) The Committee was in receipt of a Recommendation from Ms. Stella Glover, Secretary of the Mayor's Advisory Council Against Racism and Discrimination concerning Immigration Policies. Discussion ensued, after which the Committee resolved to table the item for discussion at a future meeting.

**3. CO-CHAIRPERSON'S REPORT (NO COPY)**

The Co-Chairperson briefed the Committee on the upcoming 1997 MCARD Awards Dinner. Ms. Osbourne advised the Committee of the dinner plans, the selection of Award winners, and the costs associated with the dinner.

Ms. Osbourne also apprised the Committee of past expenditures, which because of the lack of a quorum at past meetings, had yet to be approved by the Committee.

Discussion ensued, and after consideration, the Committee approved the following expenditures:

|                                                     |          |
|-----------------------------------------------------|----------|
| Floral Arrangement for Ms. Glover                   | 52.90    |
| 2 Tickets for Potpourri Dinner<br>(September, 1997) | 70.00    |
| 1997 Awards Dinner Expenses to date                 | 1,614.20 |

4. SUB-COMMITTEE REPORTS

- (a) The Committee was in receipt of a report from Ms. Stella Glover, Secretary for the Mayor's Advisory Committee Against Racism and Discrimination concerning the Report of the Ad Hoc Committee on Discrimination in the Taxi Industry. After consideration the Committee received the report for information purposes.
- (b) The Committee was in receipt of minutes dated 1997 October 21, from Mr. Fred Loft, Chairperson of the Public Awareness Sub-Committee. After consideration, the Committee resolved that the report be tabled for further discussion at a future meeting.

The Committee then retired in camera to receive a verbal report from Mr. Geoffrey Small, Chairperson of the Mediation Sub-Committee.

Resuming in open session, Mr. Mark Haas, Chairperson of the Media Sub-Committee advised the Committee that he had nothing to report.

5. CORRESPONDENCE

The Committee was in receipt of various correspondence, and upon review resolved that the respective resignation letters of Mr. Roger McCreary, MACARD Member, and Ms. Jessica Stone, MCARD Member, be accepted, and, that all remaining correspondence be received for information purposes.

6. OTHER BUSINESS

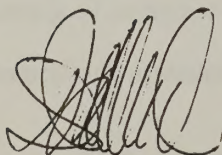
The Committee Secretary presented the proposed 1998 MCARD and MACARD Committee meeting dates for the Committee's review and approval. However, at this point in the meeting Ms. Deborah Brown left the meeting, thereby reducing the meeting quorum. The Committee approved of the schedule, but the decision must be ratified at the next scheduled meeting. The official business of the meeting concluded.

Informal discussion followed with respect to the Co-Chairperson's and Committee Members' concerns over members' poor attendance record at both MCARD and MACARD meetings. Consideration was given to the suggestions of merging the Committee and Council to form one body; changing the selection process; reducing the membership; and, enforcing membership policies.

7. ADJOURNMENT

There being no further business the meeting then adjourned.

Taken as read and approved



Debbie-Ann Rashford, Secretary

Marlene Thomas Osbourne, Co-Chairperson  
Mayor's Committee Against Racism and Discrimination

/dcr



Monday, 1998 May 4  
5:30 o'clock p.m.  
Room 264, City Hall

3 (b) i)

The Mayor's Committee Against Racism and Discrimination met for an Orientation Meeting.

There were present: Ald. Marvin Caplan, Co-Chairperson  
Ald. Andrea Horwath,  
Salim Bheriani  
Elaine Burgess  
Marc Haas  
Vilma Rossi  
Geoff Small  
Veronica Taylor

Regrets: Mayor Robert M. Morrow, Hon. Chairperson  
Marlene Thomas Osbourne, Co-Chairperson

Also present: Stella Glover, Secretary

1. WELCOME

Alderman Marvin Caplan took the chair and welcomed everyone to the Meeting.

2. INTRODUCTIONS

Committee Members spent a short time getting to know one another and performing introductions.

3. COMMITTEE HISTORY

The Secretary advised members of the history of the Committee from its inception in 1985.

4. PRESENT DAY COMMITTEE

Alderman Caplan gave the background to the latest revision to the Committee structure and his hopes for its future.

5. MEDIATION SUB-COMMITTEE

Former Mediation Sub-Committee Chairperson, Geoff Small spoke of the work of the Mediation Sub-Committee to date.

6. MEDIA SUB-COMMITTEE

Former Media Sub-Committee Chairperson, Marc Haas spoke of the work of the Media Sub-Committee to date.

Mayor's Committee Against  
Racism and Discrimination

1997 May 4

7. NEXT AGENDA

The Committee then discussed the agenda for the first business meeting to be held on Monday, 1998 May 25 and the following items were suggested:

- (i) Letter from Status of Women Sub-Committee
- (ii) Outcomes Discussion
- (iii) Strategic Planning

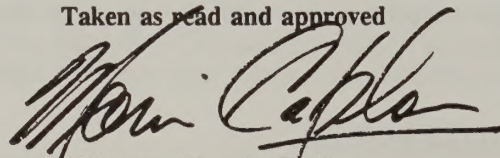
The following was also agreed upon:

- Future Committee Meetings will commence at 5:15 p.m. instead of 5:30 p.m.
- The subject of media spokesman for the Committee will be an agenda item when Co-Chairperson Marlene Thomas Osbourne is in attendance.
- The next meeting will include a Visioning Session and a facilitator will be invited to attend.
- Non-voting resource persons are to be invited to attend future meetings after the Visioning Session has been held.

8. ADJOURNMENT

There being no further business the meeting then adjourned.

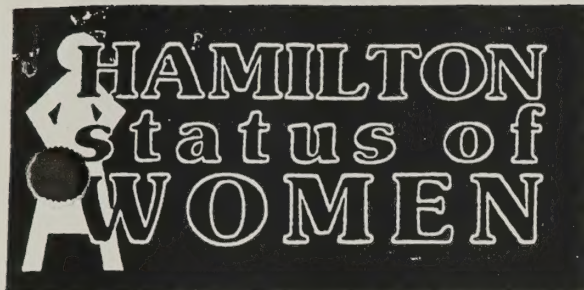
Taken as read and approved



Alderman Marvin Caplan,  
Co-Chairperson  
Mayor's Committee Against  
Racism and Discrimination

Stella Glover, Secretary





CITY HALL  
71 MAIN STREET WEST  
HAMILTON, ONTARIO L8N 3T4  
TEL: (905) 546-3001  
FAX: (905) 546-2095

Sub-Committee

4.

April 8, 1998

Marlene Thomas Osbourne  
Chairperson  
Mayor's Committee Against Racism and Discrimination  
City Hall  
71 Main St.. W.  
Hamilton, Ontario

Dear Marlene:

Re: City of Hamilton Status of Women Sub-Committee  
3 year Appointment Process

---

The Status of Women Sub-Committee members unanimously support this letter to you as we believe we have been discriminated against as described below and as women.

Enclosed herewith is article regarding the Status of Women Sub-Committee which appeared on the front page of the Spectator Thursday, April 2nd 1998. This article followed a unilateral decision by the Finance and Administration Committee to Council to shorten the term of appointment to this committee by two years to a one year term which expires March 31, 1999.

Committee and citizen members have expressed the following concerns.

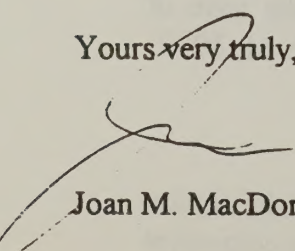
1. The lack of due process in the unilateral decision of the Finance and Administration Committee to reduce the term by two years without consultation with the committee which is an advisory committee to the City by volunteer citizens of the City.



2. The breach of the City of Hamilton's own policy regarding Employment Equity Policy on Citizen Appointment to City of Hamilton Boards, Committees or Commissions. The Chair of the Finance and Administration Committee, Dave Wilson, indicated at City Council that Finance and Administration wished to review our Terms of Reference in order to seek a broader cross-section of the community within one year. This decision was made even though a full committee of 15 members was chosen from a broad cross-section of the community. These citizens believed they were applying for a 3 year term. We are concerned that this decision sends a message to the community that the members appointed are not acceptable.
3. The lack of open and full disclosure as to the criteria used by the Selection Committee for appointment or re-appointment to our committee.
4. The Terms of Reference indicate an individual may stand for up to two 3 year terms. This was given to every person who wished to inquire about the sub-committee at the orientation sessions.
5. One member of the existing committee is allowed to attend the interviews of potential applicants. However, that member is not provided with any information about the applicants other than a list of names.
6. The lack of Reasons given by Finance and Administration to Council for its unilateral decision to make this committee a 1 year appointment. What is the benefit to the committee to have a 1 year term as opposed to a 3 year term? How important is consistency and continuity to the committee? Is it expected that it will take less than a year for a committee member to learn what to do and how to do it? Is it anticipated that new committee members will be found each and every year? Is it anticipated there will be less advertising expense in advertising for members yearly as opposed to every 3 years?
7. Did any member of our committee who had been attending meetings have any input in the decision making process? Did any member of our committee who had not been attending meetings have any input in the decision making process?

We look forward to hearing from you.

Yours very truly,



Joan M. MacDonald

JMM/pfms

cc. Mayor Robert Morrow  
Dave Wilson, Chairperson Finance and Administration  
All Aldermen, c/o Joseph Schatz, City Clerk



133 East 17th St.  
Hamilton L9A 4M4,

Dec 23/97

383 7693.

Debbie Ann Rashford, secretary  
MACARD

Dear Debbie Ann:

Enclosed please find a copy of the Paul Wilson story of Dec 4, a cartoon from Dec 13, and my article of Dec 20.

Would you please be kind enough to photocopy and reprint these articles for the next mailing of MACARD.

I wish to have an item placed on the agenda regarding the Mountain sign and will bring forward the following motions:

- 1) that MACARD reconsider its decision of April 97 regarding the Mountain sign
- 2) that MACARD urge the city to change the sign to read "HAMILTON WISHES YOU SEASON'S GREETINGS" or remove the sign.
- 3) that Marlene Thomas - Osborne be authorized to write a letter to the Spectator outlining the committee's/council's position

I thank you,  
Ken Thomas

P.S. Please send me a copy of the committee and Council's phone lists.





7.

The Mayor's Committee Against Racism and Discrimination met to hold a Strategic Planning/Visioning Exercise.

Monday, 1998 May 25  
5:15 o'clock p.m.  
Room 219, City Hall

**There were present:**

Honourary Chairperson  
Marlene Thomas Osbourne, Co-Chairperson  
Marvin Caplin, Co-Chairperson  
Andrea Horwath, Co-Chairperson  
Salim Bheriani  
Mark Haas  
Elaine Burgess  
Vilma Rossi  
Geoff Small  
Veronica Taylor

**Also present:**

Suzanne Brown, Social Planning and Research Council  
Stella Glover, Secretary

**1. TERMS OF REFERENCE**

Suzanne Brown of the Social Planning and Research Council was welcomed as Facilitator for the Visioning Session and went through the Mayor's Committee Against Racism and Discrimination Terms of Reference point by point.

**2. PRIORITIES**

The Committee then set the following priorities:

- (a) Advocacy
  - (i) Systemic Change
- (b) Education
- (c) Mediation
- (d) Facilitation

**3. GOAL SETTING**

**(a) Education**

Goal I

To increase community awareness and participation around special events relating to anti-racism, anti-discrimination issues and diversity, e.g. Gay Pride (last Sunday in June); Aboriginal Day (June 21); International Day for the Elimination of Racial Discrimination (March 21); School Boards and Public/Private Sectors.

Goal II

Committee Education which is continuing and ongoing including to increase the Committee's awareness, sensitivity and skills to anti-opposition issues.

The Mayor's Committee Against  
Racism and Discrimination

1998 May 25

(b) Advocacy

Goal I

To advocate (according to the guidelines to be determined) on behalf of individuals and groups in the community who have been discriminated against.

Goal II

To make recommendations for changes as required, to municipal policies and regulation procedures to ensure that they are non-discriminatory and inclusive.

(c) MEDIATION

Goal I

To respond and define mediation and develop guidelines for mediation.

(d) FACILITATION

- Coalition - Building
- Dialogue
- Mobilization

To assist community groups similarly impacted by acts of discrimination to mobilize against the oppression. The Committee suggested that at a subsequent meeting, after a suitable time of working together, the Committee will talk about whether changes are required to the Terms of Reference.











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